



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Office of Apprenticeship - (360) 902-5320

PO Box 44530, Olympia, Washington 98504-4530

Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

SUBJECT: Quarterly Report (January – March, 2011)

DATE: April 21, 2011

TO: Washington State Apprenticeship and Training Council Members
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

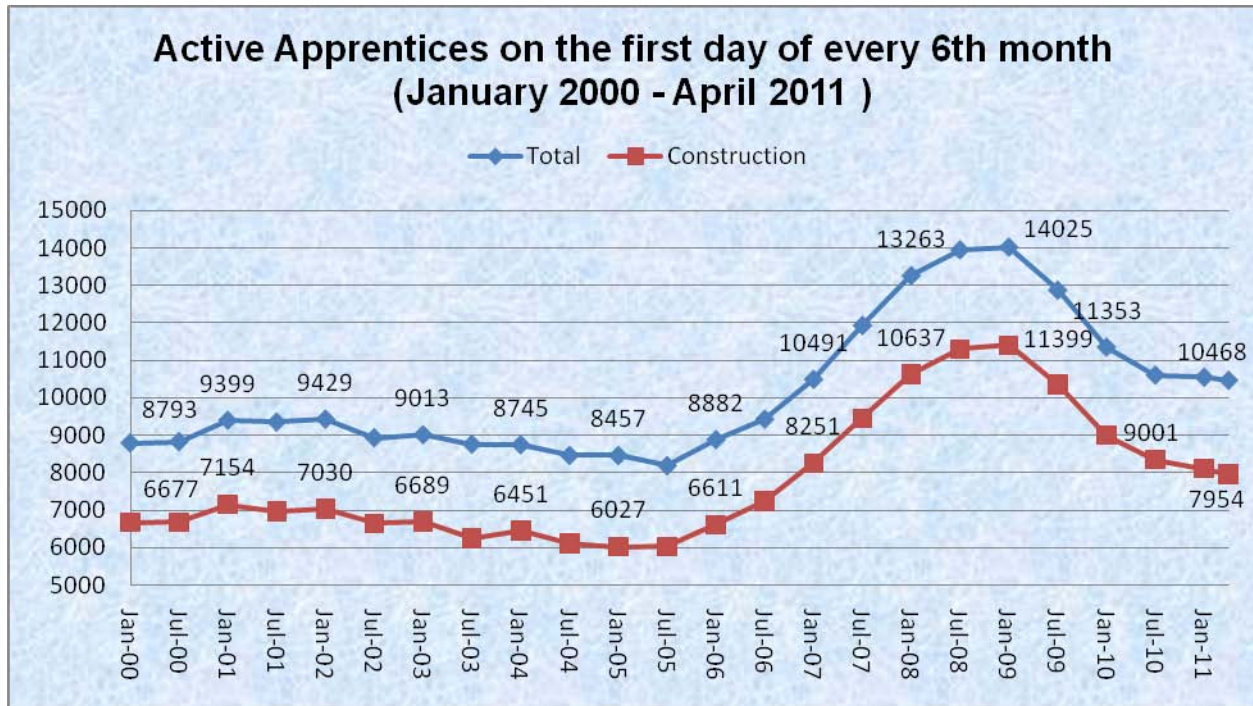
FROM: Melinda Nichols, Apprenticeship Program Manager

On behalf of Labor and Industries, Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the January – March 2011 report on registered apprenticeship activity in the state of Washington.

The Department wishes to thank all those who contributed to this report and recognize all stakeholders whose work continues to drive innovations in apprenticeship education, workforce development and outreach efforts.

Apprenticeship by the Numbers

There were **13,362** active apprentices for the 12-month time period ending March 31, 2011 of which **1,452** were women and **2,997** were minority. Over the last quarter (January – March, 2011) there were **11,016** active apprentices during the time period.



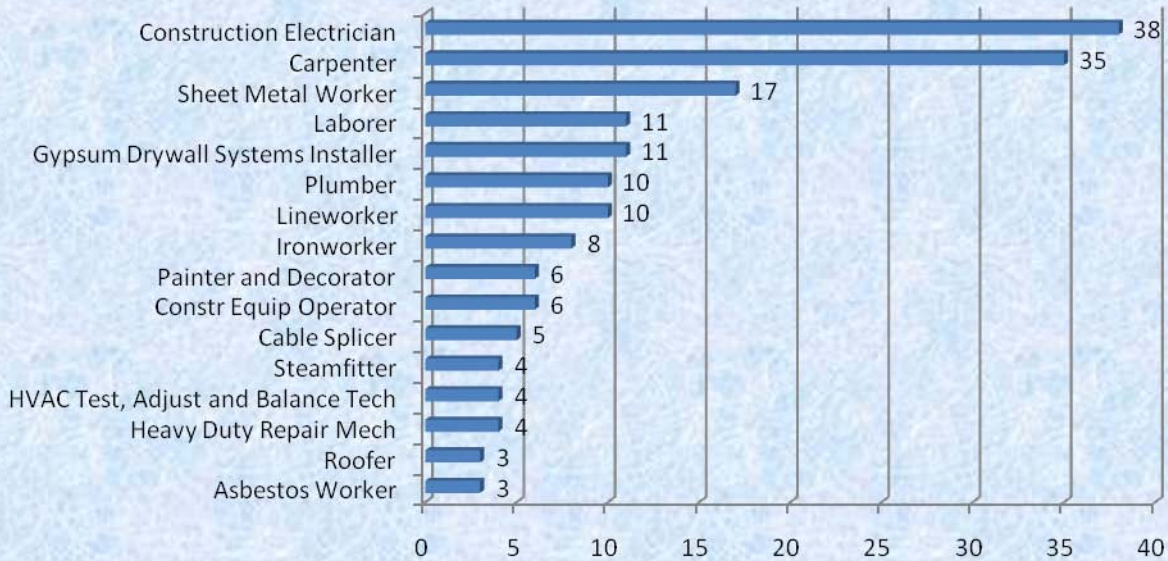
Apprentice Activity (January – March, 2011):

- **11,016** active apprentices for the time period
- **214** individuals were issued completion certificates
- **340** individuals were cancelled
- **434** individuals were registered as apprentices

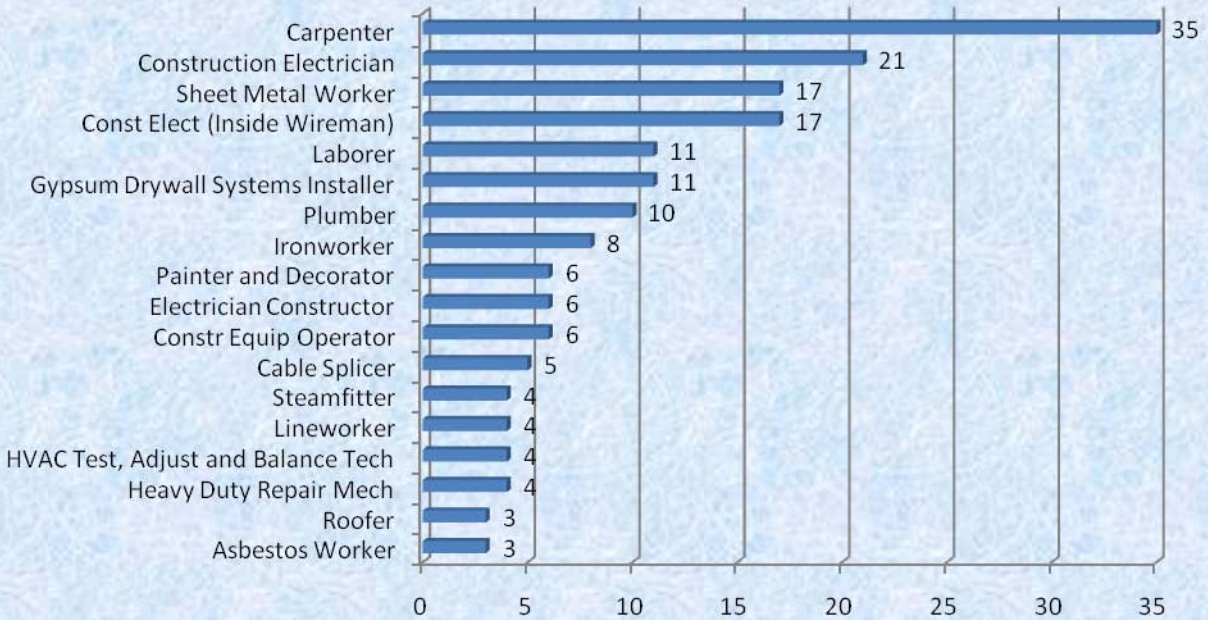
Minority, Female and Veteran Participation (January – March, 2011):

- **2,439** active minority apprentices (22%)
- **1,271** active female apprentices (11.5%)
- **1,121** active veteran apprentices (10%)

Completions by Occupation > 2 January - March, 2011



Completions by Occupation > 2 January - March, 2011



Highlights from the January, 2011 Council Meeting

PROPOSED COMMITTEES:

Inland Empire Fire Protection Apprenticeship Committee		
Sprinkler Fitter	SOC: 47-2152.01	10,000 Hours
M/S/C to approve		

NEW STANDARDS:

Terra Dynamics, Inc.		
Landscape Construction Worker	SOC: 37-3011.00	4,000 Hours
M/S/C to approve		

Quarterly News and Events (January – March, 2011)

Article published Jan 25, 2011

State seeks to expand apprenticeship program on Peninsula

By Paige Dickerson

Peninsula Daily News

PORT ANGELES -- The state Department of Labor and Industries' apprenticeship program is working to expand on the North Olympic Peninsula.

The program already works with the Clallam County Public Utility District, the Port Angeles city utility department as well as the Port Townsend Paper Corp. mill to ready workers for jobs, said Tani Biale, an apprenticeship consultant for state L&I.

"The program works great," said Kent Myers, city manager.

Biale, speaking to about 70 people at Monday's Port Angeles Regional Chamber of Commerce luncheon at the Port Angeles CrabHouse Restaurant, touted the program as something for any industry -- not just traditionally apprenticed jobs like the construction industry.

"Apprenticeship is formalized training with classroom instruction and on-the-job training," she said.

Biale has worked with hair salons with as few as one apprentice to large industrial companies with hundreds of apprentices.

Biale's department is the first step for those wanting to create a program for their business before they register with the state.

The help she provides is free for businesses, she said.

The process of creating a plan and then filing can range from three months on, depending on how complex it is, she said.

"Whether there are large groups of industries or even if there are small ones, I'd love to talk to you folks about more programs here," she said.

"For example, if the businesses in the shipbuilding industry wanted to get together I could present some more detailed information and potentially help with a training plan if they would be interested in it."

Biale said that apprenticeship differs from strictly on-the-job training in that on-the-job training typically is a short-term solution whereas apprenticeship is usually preparing someone for a long-term job.

"Potentially anywhere could use a program," she said.

"I recently was talking to a cobbler who was telling me that he didn't have anyone to sell his shop to and would love to train someone to take over.

"We tend to think about the larger places, but there are also smaller places that perform a community function."

For more information on the state program, visit www.apprenticeship.lni.wa.gov.

Reporter Paige Dickerson can be reached at 360-417-3535 or at paige.dickerson@peninsuladailynews.com.

TAPP: Trades Academy, Pre-apprenticeship Prep for Construction Trades FREE TRAINING

Clover Park Technical College offers this intensive one-quarter pre-apprenticeship program to introduce participants to career pathways in the construction trades and prepare them to successfully complete entry examinations for trades apprenticeship programs.

Training includes hands-on skills training and provides a first-hand look at a variety of trades.

The program runs 8:00 a.m. - 4:30 p.m. daily. Enrollment preference is given to veterans and eligible veteran spouses (veteran priority rules apply).

Course Components

OSHA 10 Construction Safety Certification- Flagger Certification
Certification

First Aid/CPR

Hand and Power Tool Maintenance, Operation, and Safety

Trades Math (Tutoring Available)

Basic Construction Trades Skills Training

Green Construction Practices

Forklift Certification

HAZWOPER 40 Certification

Lead RRP Certification

Prerequisites

18 years old or older

Reliable transportation (WA Driver's License Preferred)

Attendance at an orientation and assessment session is required

DD-214 for veterans

Clover Park Technical College is an Equal Opportunity Employer and Provider of Employment and Training Programs. Auxiliary aids and services are available upon request to individuals with disabilities.

WTRS 800-833-6384 or 711

FOR MORE INFORMATION AND/OR A PROGRAM APPLICATION

CALL 253-589-4548 (Jon Kime at CPTC) or

GO TO WEB: www.surveymonkey.com/s/SEEDapplication

WOMAN LINEMAN: YOU DON'T HAVE TO BE A MAN TO BE LINEMAN.

SUE LONGO PROVED IT.

Source: forwarded by Alice Lockridge, City of Seattle

http://www.ibew1245.com/news-Local1245/Longo_4-29-10.html



When Sue Longo hired on at Pacific Gas & Electric as a groundman in 1980, she admits she had “no clue” what a groundman even was. “But I knew it was outdoors and I wanted to do something physical—didn’t want to be in an office,” said Longo, who would go on to be one of the few women to ever serve as a lineman at PG&E. In April, preparing to retire after 30 years of service, Longo discussed her experiences in an interview with the Utility Reporter.

Sue Longo at the switching center in Pittsburg on March 31, her final day at PG&E

About three years into her career at PG&E—including a Title 206 displacement to the Martinez Power Plant—Longo was recruited into the lineman apprenticeship program. It was the early 1980s and affirmative action was in full flower at PG&E.

But let’s be clear. We’re talking about becoming a lineman, physically one of the most demanding and historically one of the most macho jobs on God’s green earth. Longo smiles as she recalls what it was like arriving at Kettleman with two other women for training.

“It was a lot of fun. They had a barracks for the guys (but) they didn’t know what to do with the women. So they put us in a vacant house.”

Longo doesn’t remember any resistance to the women’s participation.

“Most of the people in the apprentice program were more interested in learning and passing the school than (saying) ‘We don’t want these women doing this job.’ We were all working together. It was a good group.”

But things could be a little different back at the service center.

“Some of the guys definitely did not want women on the crews, didn’t think women could do the job,” Longo recalls. “I had one foreman that told me I should be home baking cookies and having babies. I wasn’t on his crew very often, which was a good thing.”



The first all-women Local 1245 team to participate in the Lineman's Rodeo, in 1992, from left: Sue Longo, Lineman, East Bay Region, Concord; Geraldine Curtin, Lineman – General Construction, Fresno; Meri Issel, First Field Clerk – General Construction and former Line Driver, Oakland; Lynn Rasmussen, former Lineman, Manteca.

Other foremen, however, showed acceptance through good-natured teasing. One joked to Longo, when she was having trouble getting a throwing rope over a tree limb: “You throw like a girl.” Longo grins at the memory: “Duh!”

But it was a fact: line work is more physically challenging for women, who generally have less upper-body strength than men. Women, Longo says, sometimes have to come up with alternate tools or approaches to get the job done, like using two hands to nail in a lag instead of one.

“We got the same thing done. I just had to do it different is all.”

Union Steward

Even before she became a lineman, Longo recognized the important role played by the union and volunteered to be a steward about two years after she was hired. She made it her business to tell new employees what it means to be a union member.

“Get familiar with the contract, know what your rights are,” she says. “Understand that you have rights, that if you're being mistreated by the management, you can go to the union and file a grievance. Don't let them bully you—you're not management, there a lot of things they can't just say, 'You have to do this.' ”

She credits the late Richard Hoyer, a crew foreman, with introducing her to the union and persuading her to become a steward.

Longo's career as a lineman was cut short in the mid-1990s when PG&E undertook a massive downsizing. Fearing she didn't have the seniority to hang onto her position, she successfully applied to become a first-line construction supervisor. She began by supervising T-men, and later, Distribution Operators.

She wasn't nervous about being a woman supervising men. But she was definitely concerned about being a woman supervising people in the field who had more experience than she did. Her superintendent reassured her that she had the “people skills” for the job, and that she could learn the technical skills.



March 31 was the last day at the Pittsburg Switching Center for (from left) Gary Feddersen, 39 years; Kathy Franks, 31 years; Lesley Green, 31 years; Sue Longo, 29 years, and Boster Chinn, 30 years. Much of the work has been consolidated into the GCC in Vacaville.

Longo says she enjoyed supervising, and believes she had “good rapport” with the people she worked with. But after nine years of supervising, the long hours began to interfere with her

family life. In 2002 she came back to the bargaining unit (and an eight-hour day) as a provisional operator in Concord. It was second nature for her to immediately resume her role as a shop steward. In 2006 she bid to Pittsburg, where she remained until her retirement this spring.

Views of Management

Her views of management have changed over the years. Back when she was a groundman, a manager called everyone into the bullroom and announced there would be displacements and layoffs. Longo remembers thinking, “Oh gosh, I finally got a really good job and they’re laying off.”

But when she left the bullroom, the manager called her over by name and offered some words of encouragement.

“I thought, This guy’s the manager and he knows my name? I’ve only been here a year. I thought that was pretty impressive,” she says. “I’ve always looked back on that and thought, gee, what a great company, if they’re cutting back in one department there’s somewhere else that you can still work for PG&E and continue your career. I always thought that was fantastic.”

But her view of management has changed over the years, as PG&E drifted away from being a “family company” where the managers came up through the ranks.

“Now we’re at the point where management rotates about every two years, and keeps changing direction, and there’s no ‘employee family’ anymore. I think it’s kind of sad the turn that it’s taken,” she says.

She thinks the company has lost its way on safety issues, putting way too much emphasis on imposing discipline rather than trying to help everyone learn from mistakes in the field.

Decades ago, she remembers, PG&E had safety days in the yards.

“You could bring your family, you could have kids dress up in your hard hat and your gloves and your belt,” she says. “You had a safety attitude that you carried home with you. It became second nature to always be safe and you taught your kids how to be safe, because that’s what you did at work and it became a way of life.”

Today, she says, there are “a lot of signs and a lot of verbiage coming out and a lot of discipline...but a piece of paper is not going to keep you from having an accident.”

The bottom line, she says, is that people have to look out for themselves and whoever they’re working around.

“Even if they’re not in your work group, (if) they’re in your area and you see something, stop them. You’ve got to be able to say, ‘Don’t, let’s stop, right now.’ ”

Despite some of the changes that bother her, Longo wouldn’t hesitate to encourage other women who might be thinking of pursuing a Physical job in the field at PG&E.

“I’d tell them the same thing I’d tell any other women, back then and now: ‘If it’s something you really want to do, go after it. Remember that you’re a woman, you don’t have the upper body strength that the men do, you’re going to have to think about what you want to do...but you can do this work.’ ”

Developing the respect of your co-workers is very important for a woman trying to succeed in the job, she says. But that doesn’t mean you have to try to out-macho the men.

“Don’t go in there thinking that you’re a truck driver and you can do what they do and cuss and carry on, because they’re still going to look at you and see a female, so don’t try and be them,” Longo advises. “Be yourself and do the work. Always do your job 100%.”

PNNL 3rd Annual Craft Career Day – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



PNNL shows students need for crafts workers
By Jacques Von Lunen, Herald staff writer

RICHLAND -- You don't need to be a rocket scientist to take part in cutting-edge research, and you don't need a Ph.D. to make a good living, as long as you learn a trade. That was the message for 24 students from the Tri-Tech Skills Center who visited Richland-based Pacific Northwest National Laboratory's biggest fabrication shop Friday. The students met crafts workers such as welders, pipefitters, machinists and electricians during PNNL's third annual Craft Career Day.

Congratulations Rita Grimshaw – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries

On March 17th Rita Grimshaw successfully completed her apprenticeship with the Southeastern Washington Northeastern Oregon Sheet Metal Workers and is now a Journeyman Sheet Metal Worker. Part of Rita's final year was to complete a project of her choice. She decided to make a patio fire pit for her niece, DaNeill, and her girls – Keira age 5, Aysa age 3, and Phoebe age 2. The artistry on the tiles was done by the girls. The rest was completed with the mentoring and guidance (not to mention patience) of one of Rita's besties John. Congratulations on a job well done Rita.



Curlew Job Corps Civilian Conservation Center

For Immediate Release

Date: March 14, 2011

Contact: Jenni Albert

Phone: 509-779-0547

Spotlight on Job Corps

If you drive on the Curlew Job Corps campus, you may see a group of physically fit students in red t-shirts and Carhart jeans moving materials, pouring cement, or sighting a transit for an excavation site. These are the students of the Construction Craft Laborers Pre-Apprenticeship program. A popular trade taught by Darald Staley and Bob Ruklic.

One of the traits that a successful construction laborer must have is to be physically fit. The Curlew Job Corps construction crew has a rigorous physical training time each day to prepare students to be employable in this trade.

Is the construction trade just for men? “Absolutely, not!” says Marina Ponce, a 2002 graduate from Western Washington. She adds, “I’ve worked for the same company, Active Construction, Inc., since I graduated from the Curlew Job Corps Construction Craft Laborers Pre Apprenticeship Program. That was nine years ago. I’ve worked my way up through the company. My starting wage was just under \$30 an hour. I have two kids. I’m a single mom and I just bought my first house. I wouldn’t be here without the training and support I received from the Curlew Job Corps.”

Two other young women, Laura Hosler and Kyndal Swift, recently graduated from Curlew Job Corps and will receive additional training and certifications at the Laborers’ Training Center, in Kingston, Washington, before being signed into the Seattle Local union. Laura says that she likes construction work because, “There is a wide variety of things to do. It’s never boring.”

Laura, who was recruited by Darald Staley after she “washed out” at the Kingston Training Center because she couldn’t physically do the required tasks, admits that as a female in the trade the advantage is that there aren’t a lot of females to fill the jobs that are needed on



union sites, but the downside is that you must work harder, because in her words, “On the job, men aren’t going to lift things for me. I have to prove I’m capable.” Laura has gained twenty-two pounds, quit smoking, can do sixty push ups and work an eight hour day. Kyndal, from Kettle Falls, Washington, says that past female graduates are her inspiration. “One of the women who graduated from this program is an instructor for the trade at the Corvallis, Oregon, Training Center.

Placing graduates is on the top of the list for instructors, Staley and Ruklic. “We just placed one graduate in Utah, and three in the Portland area. The construction industry is looking up. Portland and the Tri Cities are the hot spots. We are looking at placing all who graduate through our program.” reports instructor Staley.

AJAC Outreaches to Young Women About the Value of Apprenticeship

Source: Lisa Van Dyke, AJAC Communications Specialist

During the month of March, Laura Hopkins, Executive Director of The Aerospace Joint Apprenticeship Committee (AJAC), spoke to young women in junior and senior high school about the many opportunities available to them in the trades and how apprenticeship can help them realize those opportunities.



On March 4, Hopkins visited the Museum of Flight for its annual Women Fly! educational event that informed young women regarding the variety of aerospace careers open to them. Attendees participated in workshops, networked with professional women working in the aerospace industry and listened to a panel discussion. Hopkins mentioned, “The girls were really inspired by the experiences and opportunities the panel members shared with them regarding their careers.” During the luncheon portion, Hopkins spoke with a number of attendees and formed mentoring relationships with them. Approximately 200 students and mentors attended the event.



On March 23, 24 and 29, Hopkins attended IGNITE, a panel discussion event that served to inspire female students from Graham and Spanaway High Schools regarding non-traditional careers for women. Panel members included Hopkins and three other professional women, ranging from a network engineer to a home builder to a storm water project manager to a math and science camp director, etc. Panel members varied at each school. Each member shared with the students their career history, what responsibilities their job entails and what education and training they completed. At each school, Hopkins spoke to and networked with approximately 10 to 30 female students who are strong in math, science and technology.



The students were very excited and asked Hopkins a variety of questions including:

What it is like to work in the trades

Occupations that are available and what kind of work is involved

Career paths they can expect

Education necessary for each occupation

Hopkins attended Graham-Kapowsin High School on March 23, Spanaway Lake High School on March 24 and Bethel High School on March 29.

Curlew Job Corps Center

For Immediate Release

Date: March 22, 2011

Contact: Jenni Albert

Phone: 509-779-0547

Spotlight on Job Corps

The Curlew Job Corps Civilian Conservation Center is managed and operated by the U.S. Department of Agriculture, Forest Service. The Center offers training in welding, facilities maintenance, medical office support, forestry technician, and four Pre-Apprenticeship programs: carpentry, bricklaying, painting, and construction.

When you drive on campus, you will immediately see the works of the Center's bricklaying crew. The old airbase buildings have been veneered in brick, as well as the two new dormitories, one of those new dormitories was built by Center students. Brick pavers form courtyards and pathways. The campus dining room entrance is a tribute to the talent of the bricklaying students.

International Masonry Institute's instructor, Richard See, has shared his knowledge of being a journeyman mason with his students since 1998. Says Richard See, "Masonry is not just a building material but is an art form. For thousands of years the craft has been handed down to the youth of our societies. This is what we are doing in our program here at Curlew Job Corps. For those students who have a desire to do something lasting and permanent that they can also be financially rewarded for this is a fine trade. Being part of their rise to success is greatly rewarding for us instructors.

Former graduates are currently building the schools, churches, hospitals and homes for America. For example, Tyler Moss has had a long career with Pioneer Masonry Restoration out of Seattle; Chris Saxton went to Ft. Richie, Maryland, for advanced training in refractory (high temperature masonry) then went to work for Guy Nielson Co. in Idaho; Kevin Conner is a well established bricklayer in Spokane, WA having run work for Spilker



Masonry, the biggest masonry contractor in Eastern Washington; Robert Culp is another Ft. Richie advanced training graduate of ours, he went on to work for Barkshire Panel Systems for high rise masonry cladding; Russell Pegram graduated several years ago, went to Alaska to work for former Job Corps graduate, Orion Jeske, and has been there ever since; Adam Hodgins began work at \$29 an hour after a successful OJT with John Urban, a highly respected stone mason in Local 1 Seattle; Jeff Dowe graduated last year and is doing exceptionally well as an apprentice for J&S Masonry in Seattle, and Anthony Brensinger, a December graduate, is currently at new the International Masonry Institute/ Bricklayers and Allied Crafts' Flynn Center for advanced training. Reports are that he is learning a great deal and building on his natural ability. You may have seen Anthony working on his barbeque project at this year's open house."

The Curlew Job Corps crew has finished the restoration of the stonework on the Republic, WA Episcopal Church where they tuck pointed joints, replaced stone and window sills, and stained stone for color match. As soon as the ground thaws, they will build a split face block retaining wall to replace the present wall.

AJAC Partners with Other Organizations to Offer Pre-Employment Training

Source: Lisa Van Dyke, AJAC Communications Specialist

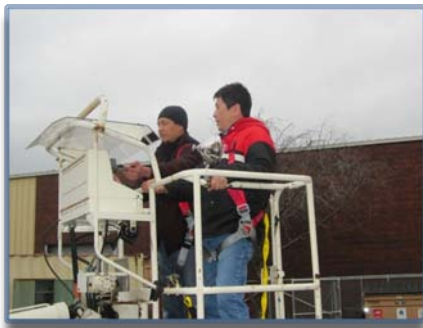


The Aerospace Joint Apprenticeship Committee (AJAC) is partnering with the South Seattle Community College, the Asian Counseling and Referral Service, Pacific Associates, YWCA & Neighborhood Associates, Manufacturing Industrial Council and the Workforce Development Council of Seattle-King County to develop and implement the GreenLight Project – Green Manufacturing. This 10 week pre-employment training program offers certifications and internship experience in Green Manufacturing to economically disadvantaged and unemployed adults.

Since October 2010, AJAC has been participating in outreach events and recruitment orientations. AJAC has also provided pre-employment screening for men and women of all ethnicities. This pilot project will run three groups of at least 20 students each through summer 2011. The first group has completed the program and the second group has just started.

The training for all three groups includes:

- Orientation to green jobs and green manufacturing
- Manufacturing related training and applied manufacturing principles, including introduction to common industry tools, safety training, math, physics and electricity
- Lean and Green training: Six Sigma and Lean English Essentials (LEE)
- Certifications in First Aid/CPR, OSHA 10, MSDS, flagging, and forklifts
- Connection to apprenticeship and employment opportunities in manufacturing
- Employment skills: resume building, interview techniques and communication skills
- Soft skills



APPRENTICESHIP & RELATED EVENTS CALENDAR

Check out the [L&I Apprenticeship On-line Calendar](http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/) of Events for details on upcoming activities.
<http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/>

May 2011

4th Annual Construction Safety Day

Date: May 4, 2011

Time: TBD

Location: Enumclaw Exposition Center

Enumclaw, Washington

For more information, go to website: www.wagovconf.org

 [Information Flyer](#) (339 KB PDF)

Washington Women in Trades Career Fair

Date: May 6, 2011

Time: TBD

Location: Seattle Center's Fisher Pavilion

Seattle, Washington

For more information, go to website: www.wawomenintrades.com

Oregon Women in Trades Career Fair

Date: May 12, 13, and 14, 2011

Time: TBD

Location: NECA/IBEW Electrical Training Center

16021 NE Airport Way

Portland, Oregon 97230

For more information, go to website: www.tradeswomen.net

May 12 is "Middle School Girls Day"

May 13 is "High School Girls Day"

May 14 is "Careers for Women Day"

Veterans in Piping Class

This is a 20 week training program offered to OIF/OEF Veterans, current and former National Guard, and Reserve members.

Upon successful graduation, including Welding Certifications and Rigging, you become a 2nd year apprentice.

Successfully complete your apprenticeship training, and, as a journey person pipefitter your salary + benefits = \$50.00+ per hour.

Currently accepting applications. Don't miss this great opportunity!

The next class begins **May 16, 2011.**

Please Contact Tamie Clark for more information:

253-512-8727 tamie.j.clark@us.army.mil

Employment Transition Services

J9 Directorate, Joint Service Support

Bldg 3

Camp Murray, WA 98430

Centralia College Job Fair 2011

Date: Wednesday, May 18, 2011

Time: 10 a.m. - 1 p.m.

Location: Centralia College Gymnasium

600 Centralia College Blvd

Centralia, WA 98531

For more information, contact Joan Rogerson, 360-736-9391 ext. 208 or e-mail:

jrogerson@centralia.edu.

You can also go to website: www.centralia.edu

20th Annual Road Less Graveled and 10th Anniversary of BTC's Welding Rodeo

Date: Friday and Saturday, May 20-21, 2011

Time: TBD

Location: Bellingham Technical College

3028 Lindbergh Avenue

Bellingham, WA 98225

For more information: Jane Lowe-Webster, 360-752-8441, e-mail: jlwebste@btc.ctc.edu

June 2011

June 6, 2011

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the July 2011 Washington State Apprenticeship and Training Council Meeting.

July 2011

Compliance Review & Retention Subcommittee Meeting - WSATC

Date: July 20, 2011

Time: 9 a.m. to Noon

Location: Tumwater, Washington

Additional meetings: (Tentative)

- 1 p.m. - WA State Apprenticeship Coordinators Association meeting.
- 2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources.

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: July 21, 2011

Time: 9 a.m.

Location: Tumwater, Washington

For additional information and copies of the agendas, please contact the [Apprenticeship Section](#) at 360-902-5320, e-mail thum235@Lni.wa.gov or go to our [Agenda/Minutes page](#).